

The Governing Board for the Isle of Wight Education Federation - Gender Pay Gap Report and supporting statement 2019/20

The Governing Board is committed to publishing its gender pay gap data together with a genuine commitment that we will work to narrow any gaps. In an increasingly diverse world, we recognise that we have a responsibility to ensure that our staff feel valued, included and rewarded in equal measures.

Roles are evaluated against the job and not the post-holder, removing gender or any other personal characteristics of existing or potential job holders. Therefore, we are confident that the Governing Board is paying the same salary to roles of equal value.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing an individual employee's data.

We have published the results on our own websites and the Government's website.

Mean pay gap	20.84%	
Median pay gap	33.40%	
Mean bonus gap	0%	
Median bonus gap	0%	
Proportion of different genders receiving bonus payment	0% Male	0% Female
Proportion of different genders in lower quartile	31% Male	69% Female
Proportion of different genders in lower middle quartile	26% Male	74% Female
Proportion of different genders in upper middle quartile	30% Male	70% Female
Proportion of different genders in upper quartile	44% Male	56% Female

Our Governing Board employed a total of 363 full relevant pay employees on the relevant date of 31st March 2020, 245 were Female and 118 Male.

Whilst there has been no material change in the mean pay gap, there has been a slight deterioration in the recorded median pay gap in the last year.

The Governing Board's key values include celebrating diversity and breaking down barriers to success. The Governing Board is committed to equality and diversity as well as reducing barriers by offering fair opportunity to all staff. This commitment includes providing opportunities to all, regardless of gender or any other reason that cannot be justified in job-related terms.

The Governing Board applies pay structures which are appropriate for the job. Teaching staff pay ranges are as defined in the School Teachers' Pay and Conditions Document, and those for support staff are in accordance with the NJC pay scales for local government staff. We do not make bonus payments for staff.

It is recognised that in the education sector:

- more women apply to work in the sector due to attractive working patterns i.e. part time and term time contracts to work around caring responsibilities
- part-time work can be less highly paid
- many female returners to employment apply to the public sector
- female staff are more likely to have career breaks and may not progress into senior leadership roles

Taking into account the outcomes of this report, as well as the context of the education sector, the Governing Board will continue to look for ways to close the gap year-on-year and to do this we are committed to:

- promoting our female role models internally and externally
- improving opportunities for flexible working
- ensuring that development and learning opportunities are available
- making the lower salary roles more attractive to men, by using male role models

Name: Richard Bridgford
Chair of the Governing Board
19th November 2020